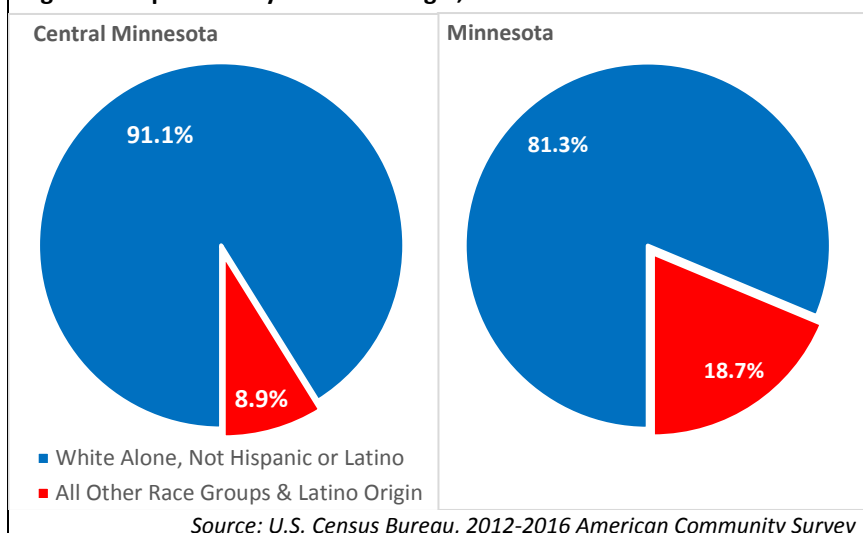


## Central Minnesota Regional Disparities by Race and Origin

Central Minnesota's population was seeing rapid growth but is still relatively non-diverse, though it is becoming more diverse over time. Through 2016, about 91.1 percent of the region's population reported being White alone, and not of Hispanic or Latino origin; while the other 8.9 percent of the population reported a different race – such as Black or African American, American Indian, Asian, Some Other Race, or Two or More Races – or Hispanic or Latino origin. That was about 10 percent less diverse than the population statewide, where 18.7 percent of residents reported a race or origin other than White alone (see Figure 1).

**Figure 1. Population by Race and Origin, 2016**



Central Minnesota was home to 694,028 people in 2016, an increase of just over 120,000 residents since 2000. The 13-county region saw an increase of 93,695 White residents, accounting for three-fourths of the recent population growth. However, the region experienced even faster population growth from people of other races and origins, which have more than doubled since 2000.

With just over 23,500 residents, people of Hispanic or Latino origin comprised the largest minority group in the region, accounting for 3.4 percent of the total population. The number of Hispanics in the region expanded 107.7 percent from 2000 to 2016, a gain of more than 12,000 people (see Table 1).

**Table 1. Population Change in Central Minnesota, 2000-2016**

	Central Minnesota				Minnesota	
	2016 Population Estimate	2016 Percent	Change from 2000-2016		2016 Percent	Change from 2000-2016
<b>Total Population</b>	<b>694,028</b>	<b>100.0%</b>	<b>+120,090</b>	<b>+20.9%</b>	<b>100.0%</b>	<b>+10.8%</b>
White	646,606	93.2%	+93,695	+16.9%	84.3%	+4.5%
Black or African American	14,835	2.1%	+11,618	+361.1%	5.7%	+81.0%
American Indian & Alaska Native	4,756	0.7%	+1,111	+30.5%	1.0%	+3.5%
Asian & Other Pac. Islander	7,782	1.1%	+3,270	+72.5%	4.6%	+72.8%
Some Other Race	7,526	1.1%	+2,701	+56.0%	1.6%	+34.2%
Two or More Races	12,523	1.8%	+7,695	+159.4%	2.7%	+79.5%
Hispanic or Latino origin	23,501	3.4%	+12,187	+107.7%	5.1%	+92.5%

Source: U.S. Census Bureau, 2012-2016 American Community Survey

After quadrupling since 2000, Black or African Americans are the next largest race group in Central Minnesota, with 14,835 people in 2016. The 361 percent rise since 2000 made it the fastest growing race group in the region, but still only accounted for 2.1 percent of the region's total population. Central Minnesota was also home to about 12,500 people of Two or More Races, which was a 159.4 percent gain since 2000, doubling the state's comparable growth rate.

The region matched the state growth rate for Asian or Other Pacific Islanders, with 7,782 people after expanding 72.5 percent from 2000 to 2016. Another 1.1 percent of the region's population reported being of Some Other Race, accounting for just over 7,500 people. Finally, the smallest and slowest growing race group in the region was American Indian or Alaska Natives, with 4,756 people after welcoming 1,111 new residents since the turn of the century, a 30.5 percent increase.

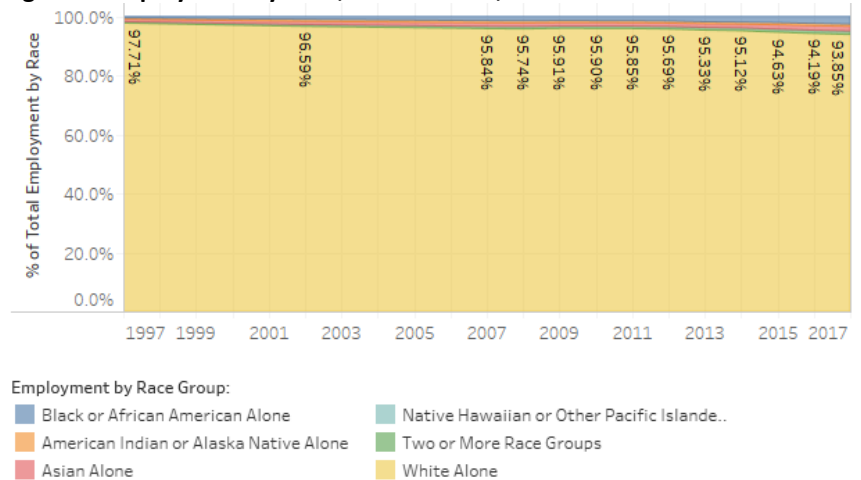
## Employment Diversity

While people of different races make up 6.8 percent of the overall population, they held 6.2 percent of total jobs in Central Minnesota, according to data from the Quarterly Workforce Indicators program. In the second quarter of 2017, that equaled 17,281 jobs held by workers of other races, compared to 263,561 White workers. However, workers of other races held just 3.0 percent of jobs in the region in the second quarter of 2000, meaning their employment presence doubled from 2000 to 2017 (see Figure 2).

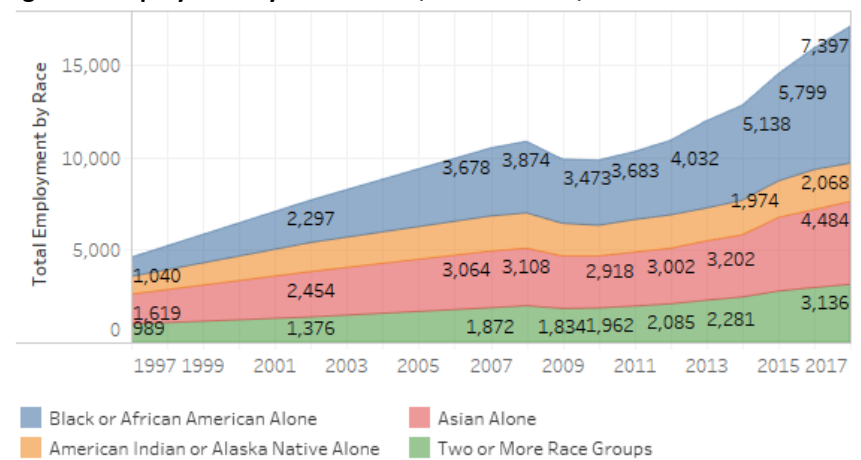
In sum, workers of other races have filled an additional 10,633 jobs in the region since 2000, accounting for 18.4 percent of new jobs added. With 7,397 jobs, Black or African Americans were the largest race group in the regional economy, after gaining 5,584 jobs since 2000. Asian or Other Pacific Islanders held the next largest number of jobs, with 4,680 jobs in 2017 after doubling since 2000. Workers of Two or More Races held 3,136 jobs, a 134 percent gain, and American Indians held 2,068 jobs, a 90 percent rise (see Figure 3).

Most sectors in Central Minnesota are non-diverse, but there are a couple industries that rely more heavily on workers of other races. The largest number of minority workers were employed in Health Care and Social Assistance and Manufacturing, which both had about 3,500 jobs filled by workers of other races. Accommodation and Food Services and Retail Trade also had more diverse workers, with about 2,300 and 1,900 workers, respectively. With minorities holding 12.5 percent of jobs, Administrative Support and Waste Management Services was the most diverse industry in the region, followed by Accommodation (see Figure 4).

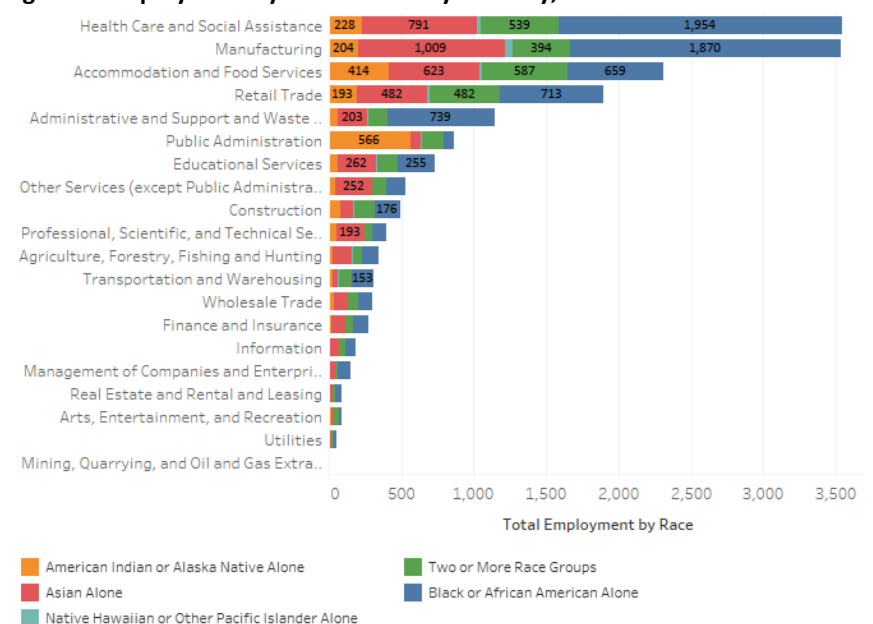
**Figure 2. Employment by Race, All Industries, Central Minnesota**



**Figure 3. Employment by Other Races, All Industries, Central Minnesota**



**Figure 4. Employment by Other Races by Industry, Central Minnesota**



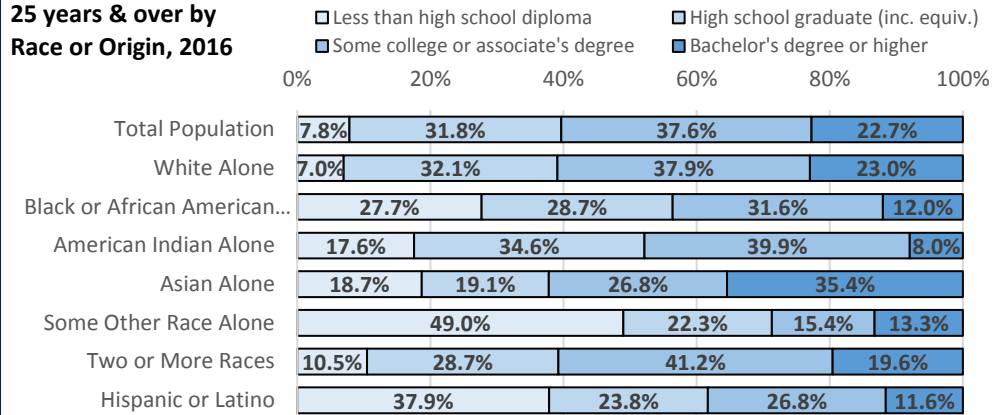
Source: DEED, Census LEHD Quarterly Workforce Indicators

## Employment Characteristics

Comparing the economic status of people of other races with the region's White residents reveals many disparities including educational attainment, labor force participation, unemployment, and income and poverty levels. Closing these gaps is crucial to keeping the region's economy moving forward.

People of other races exhibited lower educational attainment than their White counterparts, with a much higher percentage of people with less than a high school diploma – more than one-fourth of the region's Black or African American, American Indian Alone, Asian Alone, and adults of Some Other Race had not finished high school. Likewise, with the exception of Asian residents, a much lower percentage of people of all other race and origin categories had earned a bachelor's degree or higher.

**Figure 5. Central Minnesota Educational Attainment for the population 25 years & over by Race or Origin, 2016**



Source: 2012-2016 American Community Survey

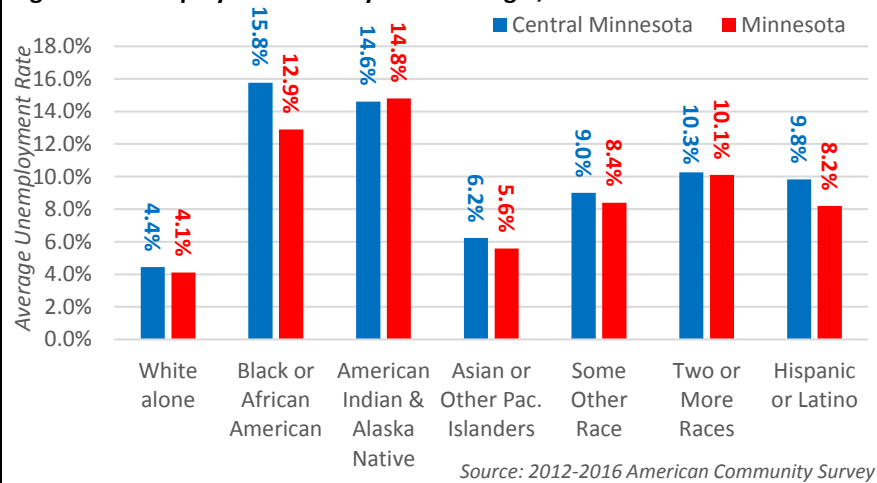
At 70.4 percent, labor force participation rates are slightly higher in Central Minnesota than the state as a whole. However, several race groups had lower rates than the state, including American Indians at 51 percent and Black or African Americans at 59.4 percent. Workers of Hispanic or Latino origin, Asians, and workers of Two or More Races all had higher participation rates (see Table 2).

Table 2. Employment Characteristics by Race or Origin, 2016					
	Central Minnesota			Minnesota	
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force	380,527	70.4%	4.8%	69.9%	4.8%
White alone	360,039	70.7%	4.4%	69.9%	4.1%
Black or African American	5,934	59.4%	15.8%	68.5%	12.9%
American Indian & Alaska Native	1,783	51.0%	14.6%	58.8%	14.8%
Asian or Other Pac. Islanders	4,458	73.0%	6.2%	70.7%	5.6%
Some Other Race	3,354	70.2%	9.0%	77.3%	8.4%
Two or More Races	4,990	75.4%	10.3%	71.3%	10.1%
Hispanic or Latino	10,431	71.9%	9.8%	75.5%	8.2%

Source: 2012-2016 American Community Survey, 5-Year Estimates

Despite the considerable job growth detailed above for workers of other races, unemployment rate disparities continue to exist in the region. Most race groups had a higher unemployment rate in the region than the state, including Whites. The region's White unemployment rate was 4.4 percent, which was just above the state rate. At 15.8 percent, Black or African Americans had the highest unemployment rate in the region, more than three times the rate for Whites. Likewise, rates were significantly higher for American Indian and Alaska Natives and workers of Some Other Race, Two or More Races, and Hispanic or Latino origin. In contrast, unemployment rates were lowest for Asian workers (see Figure 6).

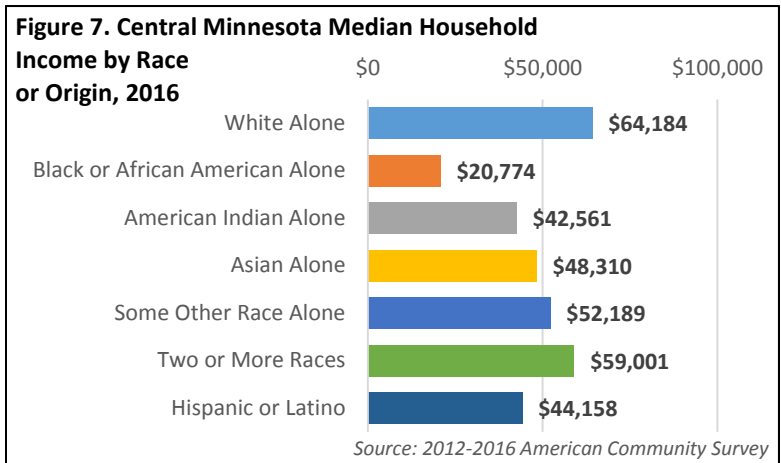
**Figure 6. Unemployment Rate by Race or Origin, 2016**



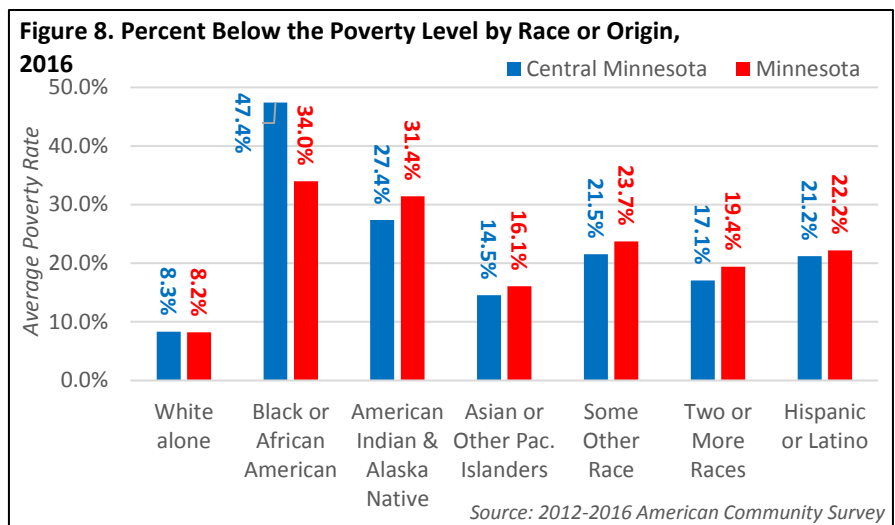
Source: 2012-2016 American Community Survey

## Economic Disparities

Racial disparities exist in employment characteristics but they also are found in economic outcomes as measured by household income and poverty levels. The region's median household income was \$62,936 in 2016, but varied widely by race groups. The median household income for Black or African American households was \$20,774, less than a third that of White households. With the exception of households of Two or More Races, other race groups in the region also had substantially lower household incomes than Whites (see Figure 7).

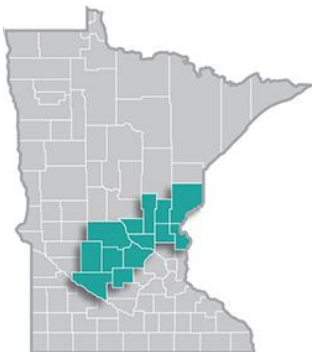


Another measure of economic outcome is the percent of the population below the poverty level, and again there exists disparities between Whites and people of other races in Central Minnesota. Overall, the region's poverty rate was 9.6 percent, which was just below the statewide rate. However, in 2016 it was estimated that 47.4 percent of the region's Black or African American population was below the poverty level, compared to just 8.3 percent of the White population. Likewise, poverty levels surpassed 20 percent for



American Indians, Hispanics or Latinos, and people of Some Other Race or Two or More Races. However, in almost all cases, the region's poverty rate was lower than the state's poverty rate (see Figure 8).

These racial disparities exist and persist for a wide variety of reasons, but the economic challenges and opportunities the region will face over the next 15 years are so great that they will need to be tackled with a multi-pronged approach to attracting, retaining, and training workers of all demographic characteristics. Working on solutions to address these disparities between the white population and populations of other races is not only the right thing to do, it's the necessary thing to do if the region is going to provide employers with the workforce needed for success.



For more information about economic disparities by race in Central Minnesota, contact:

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